

WOU/WOUFT Collective Bargaining - 2020

Proposal: UNV005

Date: June 9, 2020

The University's Proposal UNV005 includes proposals/counterproposals related to the following:

-Article 23 – Summer Session – this is a resubmission that was also presented during the June 4, 2020 bargaining session.

-Article 8 – Evaluation, Tenure and Promotion... -- this is a resubmission withdrawing portions of the original proposal.

-Article 9 – Personnel Records

-Article 13 – Grievances

-Article 14 – Arbitration

Additionally, WOU rejects WOUFT's Article 5 proposal from May 21, 2020 in whole.

The University presents these proposals consistent with several themes it intends to explore during the 2020 bargaining cycle: Clarity/Readability; Workplace Environment and Workplace Expectations, and University Sustainability.

Proposals in an effort toward **Clarity/Readability** generally include readability edits, removal of confusing and replacement with clarifying language, article re-organization, streamlining some processes, and removal and replacement of outdated/inaccurate references (Statutes, Administrative Rules) lead this effort. The CBA must speak practically to our collective experience.

Edits and proposals of the **Workplace** theme include promoting tools that allow supervisors to more effectively perform the task, more clearly set standards for accountability in faculty performance and conduct.

Lastly, proposals related to our **Sustainability** theme will revolve around confronting the economic pressures facing the University. Through bargaining WOU must find ways to attract and retain talent and recognize the contribution existing faculty make to the University environment, while navigating a possibly trying and uncertain future.

Ultimately, WOU believes the CBA stands to be improved to the benefit of the University and all bargaining unit faculty members of this campus.

WOU's proposals submitted on June 9, 2020 are as follows: